

## Subcommittee Recommendations

The goal of this structure is to take each issue and task to be addressed by the Steering Committee and prepare it for presentation to the Steering Committee so that they are able to effectively develop a recommendation to the Workforce Board. The framework would be as follows:

### **SUBCOMMITTEE: Education and Career Pathways through Integrated Service Delivery Models**

#### **ISSUE: Agreeing on a System-Wide Definition of the Career Pathways Approach for Strategic Planning and Communicating our System Mission to the Customers**

**RECOMMENDATION:** The subcommittee recommends the following agreed definition of “career pathways” be integrated into the state strategic plan:

*The **career pathway approach** connects progressive levels of education, training, counseling, support services, and credentials for specific occupations in a way that optimizes continuous progress towards the education and career goals of individuals of all ages, abilities, and needs.*

*This approach helps individuals earn marketable credentials; prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships; engages individuals in further education and employment; and helps individuals achieve sustained economic success. Career pathways deeply engage employers and help meet their workforce needs; they also help the state and its communities strengthen their workforces and economies.*

**POTENTIAL/PERCEIVED CHANGES UNDER WIOA:** Under WIOA, career pathway is statutorily defined as a combination of rigorous and high-quality education, training and other services that:

- (a) Aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (b) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships...;

- (c) Includes counseling to support an individual in achieving the individual's education and career goals;
- (d) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (e) Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the education and career advancement of the individual to the extent practicable;
- (f) Enables an individual to attain a secondary school diploma or its recognized equivalent and at least one recognized postsecondary credential; and
- (g) Helps an individual enter or advance within a specific occupation or occupational cluster.

The subcommittee felt that WIOA's definition of career pathways needed to be supplemented to:

- call out a specific focus on the pathways concept as an ongoing, sustained effort that does not end at job placement;
- reinforce that career pathways must be designed for individuals of all ages, abilities, and needs;
- engagement of employers as one of the two customers of the workforce system; and
- specifically linking apprenticeship as one of the postsecondary training options available to customers accessing the system.

Elements of the Alliance for Quality Career Pathway's definition for career pathways were integrated into the WIOA statutory definition to achieve these goals.

**MINORITY POSITION(S):** The subcommittee reached their recommendation by consensus. No minority positions were recorded.

**STAKEHOLDERS ENGAGED:** ESD, Workforce Board, the Washington Workforce Association, members of the Pathways Subcommittee.

**ANY ISSUES, QUESTIONS, GUIDANCE NEEDED TO INFORM THE STEERING COMMITTEE:**